

POSITION DESCRIPTION	Under general direction to supervise the work of a staff engaged in appraisal and negotiation work for the acquisition of real property and rights of way to apply statewide quality standards in reviewing property acquisition and right-of-way work and to do other related work. <i>Positions exist in Sacramento with the Department of Water Resources.</i>
EXAMINATION INFORMATION	This examination will consist of a Written Test– Weighted 100.00%. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the written test. COMPETITORS WHO DO NOT APPEAR FOR THE WRITTEN TEST WILL BE DISQUALIFIED.
SCOPE OF EXAMINATION	<p style="text-align: center;">WRITTEN TEST – WEIGHTED 100%</p> <p>In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:</p> <p>A. Knowledge of:</p> <ol style="list-style-type: none">1. Laws pertaining to real property and rights-of-way acquisition.2. Real property appraisal and negotiation principles, practices, and procedures.3. Policies, procedures, and practices of land acquisition in the California state service.4. Legal procedures and documents involved in real estate transactions.5. Real property values and the effect of economic trends on property values.6. Principles of personnel management and effective supervision.7. Department's Equal Employment Opportunity objectives.8. A manager's role in the Equal Employment Opportunity and the processes available to meet equal employment opportunity objectives. <p>B. Ability to:</p> <ol style="list-style-type: none">1. Direct the work of a staff.2. Conduct successful negotiations with property owners.3. Make accurate appraisals of real property including the appraisal of severance and consequential damage.4. Analyze situations accurately and adopt an effective course of action.5. Speak effectively and appear in court as a responsible and competent witness.6. Write clear and concise reports.7. Effectively contribute to the department's affirmative action objectives.
SPECIAL PERSONAL CHARACTERISTICS	Sales ability and ability to make effective oral presentations before the public.
VETERANS PREFERENCE	Veterans Preference Credit will not be granted in this examination, as it does not qualify as an entrance examination under the law.

GENERAL INFORMATION

The Department of Water Resources reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

For any examination without a written feature it is the candidate's responsibility to contact the Selection Services Section of the Department of Water Resources, (916) 653-4838 three weeks after the final filing date if he/she has not received a progress notice.

Applications are available at Department of Water Resources' (DWR) offices, the DWR website: www.water.ca.gov/jobs/currentexams.cfm, local office of the Employment Development Department, California Human Resources (CalHR), the CalHR website at: www.jobs.ca.gov, and click "My Profile".

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. All candidates who pass will be ranked according to their scores.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, qualifications appraisal interviews are scheduled in Sacramento and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

If a candidate's notice of oral interview fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartment promotional, 4) service wide promotional, 5) departmental open, 6) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged into the appropriate lists in order of final test scores (except as modified by veterans preference credits) regardless of the date of the test, and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

Promotional Examinations Only: Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235 and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel officers or at the Information Counter of State Personnel Board offices.

Devices for Communications Impairment

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device. **California Relay Telephone Service** for the Deaf or hearing impaired: From TDD phones: 1-800-735-2929; From Voice phones: 1-800-735-2922.

For information regarding this examination, please contact Laura Franco at (916) 653-5803.